

Parks Utility Worker Recruitment Closing on February 17, 2022



Do you enjoy working outside?

Join our team and make a difference in the community of Central Point by keeping our public areas and parks safe and beautiful.

We are seeking motivated and qualified applicants for a Full-Time **Parks Utility Worker** in our Public Works Parks Division.

TOTAL COMPENSATION PACKAGE HIGHLIGHTS

<u>CURRENT SALARY SCALE</u>			<u>SALARY SCALE EFFECTIVE JULY 1, 2022</u>		
Entry Step to Top of Scale			Entry Step to Top of Scale		
Yearly Salary	\$ 38,676	\$ 51,864	\$ 42,648	\$ 54,456	
HRA-VEBA	\$ 1,740	\$ 1,740	\$ 1,740	\$ 1,740	
5.25% PERS-IAP	\$ 2,030	\$ 2,723	\$ 2,239	\$ 2,859	
TOTAL	\$ 42,446	to \$ 56,327	\$ 46,627	to \$ 59,055	
Entry Step to Top of Scale Including Max Incentive pay			Entry Step to Top of Scale Including Max Incentive pay		
Yearly Salary + Max Incentive pay (\$450/mo)	\$ 44,076	\$ 57,264	\$ 44,048	\$ 59,856	
HRA-VEBA	\$ 1,740	\$ 1,740	\$ 1,740	\$ 1,740	
5.25% PERS-IAP	\$ 2,314	\$ 3,006	\$ 2,523	\$ 3,142	
TOTAL	\$ 48,130	to \$ 62,010	\$ 48,311	to \$ 64,738	

EXAMPLE of Reaching MAX INCENTIVE pay as a Utility Worker

Bachelor's Degree = \$250

Public Pesticide Applicator License = \$125

Bilingual = \$200

TOTAL = \$575 (Maximum Incentive pay is \$450/month)

City of Central Point Benefits (General Services):

Educational Incentives

We offer additional compensation for education/certifications in excess of the minimum required for the position.

Health, Dental & Vision

Full family medical with \$150 individual/\$450 family deductible, dental, vision, and RX insurance. Employee pays \$155.46 per month.

HRA-VEBA

City paid health reimbursement account, \$145 per month.

Vacation

<u>Service Time</u>	<u>Monthly Accrual</u>	<u>Annual Accrual</u>	<u>Maximum Accrual</u>
0 – 5 Years	6 ½ Hours	80 Hours	160 Hours
5 – 10 Years	10 Hours	120 Hours	240 Hours
10 – 15 Years	13 ½ Hours	160 Hours	320 Hours
15+ Years	16 ½ Hours	200 Hours	400 Hours

Holidays

11 paid holidays, and 2 floating holidays.

Sick Leave Accruals = Eight hours for each full calendar month worked.

PERS - Pension plan is fully paid by the City.

Tuition Reimbursement Program - 50% Tuition Reimbursement for college classes.

City Paid Life Insurance - Term life insurance equal to one years' pay.

Long Term Disability - Pays 66-2/3 of your salary up to \$3,000 per month, if you are unable to work due to a non-work related injury or illness.

Employee Assistance Program - Free confidential counseling for you and your immediate family.

Gym/Weight Management membership Reimbursement - The City will reimburse employees up to \$25 per month towards recognized membership.

Parks & Public Works staff - City provided Safety clothing and boots, plus an additional \$150 clothing allowance per year.

Optional Benefits:

457 Deferred Compensation - (Mission Square/AIG/Mass Mutual)

Life Insurance - Employees may elect to purchase additional voluntary life insurance.

Supplemental Insurance - Employees may purchase supplemental Aflac coverage.

Flexible Spending Account - Employees may elect pretax deductions for medical and dependent care expenses.